



The Army's Equal Opportunity Programs and Policies

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Introduction



- Commander's Responsibility
- The Army's Equal Opportunity

Policy

- Equal Opportunity Program

Concept

- Equal Opportunity Principles

- Components of the EO Program

- Related EO Program Elements

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The Army's Equal Opportunity Policy



The US Army will provide Equal Opportunity and fair treatment for military personnel, family members, and DA Civilians without regard to race national origin, and provide an environment free from sexual harassment.

Applies to:

- **Soldiers, civilian employees, and family members**
- **On and off-post**
- **Duty and non-duty hours**
- **Working, living, and recreational environment**



Commander's Responsibilities



- **Develop and implement EO Programs**
- **Identify Unlawful Discriminatory Practices**
- **Promote EO and Interpersonal Harmony**
- **Conduct EO Training**
- **Monitor and Assess the Execution of EO Programs and Policies**



Commander's Responsibilities



- Ensure Involvement of Public Affairs
- Publish and Post Written Command Policy---EO, POSH, and Complaint Procedures; Open Door
- Ensure EOR's are Appointed on orders and Trained
- Conduct Climate Assessment Within 90

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Days of Assuming Command and



Equal Opportunity Program Concept



- Based on fairness, justice, and equity
- Strive to Ensure Fair Treatment of all

Soldiers

- Responsibility of Leadership
- Function of Command



Equal Opportunity Principles



- Commander and Leaders are responsible for unit EO Program
- Promote harmony rather than merely avoiding disorder
- Support individual and cultural diversity
- Ensure fair and equal treatment for all

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soldiers and civilian employees



Components of the EO Program



- **Leader commitment**
- **Sequential and progressive training**
- **Effective and responsive complaint system**
- **Affirmative actions plan**
- **Feedback mechanisms**
- **Equal Opportunity Advisors (EOA)**



Related EO Program Elements



- **Military discipline and conduct**
- **Appropriate behavior**
- **Extremist Groups**
- **Army language policy**
- **Accommodating religious practices**



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